



Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port

PRE-ERB CONVERSION OPPORTUNITIES

[NAVADMIN 160/11](#) waives some of the standard conversion requirements and provides Sailors with the guidelines for submitting applications. The goal of the [Enlisted Retention Board](#) (ERB) is to re-balance manning in 31 overmanned ratings, improve advancement rates, and increase Perform to Serve (PTS) opportunity. Efforts to increase conversion opportunities for ERB eligible Sailors, some of the waived conversion requirements include:

- Years of Service: Sailors with greater than 12 years of service will be considered for conversion.
- Pay grade: All personnel, regardless of pay grade, will be considered for conversion.
- Personnel who are more than 12 months from their rotation date will be considered for conversion.
- Minimum activity tour requirements are waived.
- Personnel in receipt of PCS orders will be considered for conversion.

-Existing obligated service requirements incurred as a result of reenlistment, training, or other programs are waived.

*If you desire to convert, submit NAVPERS 1306/7 **by June 15** signed by the CO or OIC, a signed memorandum prioritizing conversion requests (up to three choices), copies of all evals for the previous three years, a PRIMIS print-out showing PFA scores for the previous four years, a print out of FleetRIDE qualification to the rating(s) they are applying for and any additional documents required for the targeted ratings.

E-5 RANKING SUCCESS

BRAVO ZULU to all on this distribution list for absorbing the new E-5 Forced Ranking rules in [NAVADMIN 286/10](#). On this end, the proof is in the low number of evaluation "rejects." According to Pers 3, "we are seeing a small number of reports with errors regarding this change so the word did get out." Rejected evaluations cost the Sailor when reports aren't in their records; they cost NPC man hours to send the report back and they cost commands added time and effort in re-doing the evaluations. Remember, [BUPERS 1610.10C](#) is now up-to-date and reflecting all performance report changes of the last year.

FR-PTS DATABASE POSTING OF RESULTS

BLUF: As of October 2010, any action that changes a Sailor's Current Enlistment Date (CED), End of Active Obligated Service (EAOS/SEAOS) will constitute utilization of a FR-PTS quota. FR-PTS program will still reflect historical data of "Approved". However, the Navy Enlisted System (NES) and LOPG will reflect nothing (blank) FR-PTS status which means the Sailor will need a new FR-PTS approval.

FR-PTS results will be populated in the Navy Enlisted System (NES)/Enlisted Assignment Information System (EAIS). Other systems such as CMS-ID and the Personnel On Line Listing (POLL-commonly referred to as LOPG) will receive updates from NES with the appropriate PTS Status Codes. Commands are strongly encouraged to check both LOPG and Fleet RIDE to ensure that both systems reflect the same status. The FR-PTS program and NES, CMS-ID and LOPG are not connected and may contain conflicting information (e.g., FR-PTS may show an approved quota while NES does not). In such instances, commands shall contact the applicable Enlisted Community Manager (ECM) for amplifying information. All systems must reflect an approved quota prior to executing any change to an enlistment contract requiring FR-PTS approval.

Future FR-PTS enhancements will include the creation of a new FR-PTS status of "executed", this will indicate to the command that the quota has been used.

ADVANCEMENT EXAMS – SECURITY CLEARANCES

BUPERS has been invalidating exams each cycle due to candidates not having security clearances as required by the Navy Advancement Manual (BUPERS 1430.16f) and I anticipate this cycle will be no different. Para 204 of the Advancement Manual was updated in 2007 to align with wording in the security manual. All ratings and all pay grades, listed in Para 204 of the advancement manual are required to submit to the Director, Department of the Navy Central Adjudication Facility (DONCAF) for a clearance determination to be made and should be properly identified in Joint Personnel Adjudication System (JPAS) in accordance with SECNAV 5510.30B. A Commanding Officer's granting of an interim clearance does not constitute a waiver of this requirement. Bottom line, a DONCAF determination of eligibility for clearance is required. There is no waiver for this requirement.

This week in Navy History

May 9th, 1926 - LCDR Richard Byrd and Chief Machinist Mate Floyd Bennett made first flight over North Pole; both received Medal of Honor.

Quote of the Week

"Leadership can be thought of as a capacity to define oneself to others in a way that clarifies and expands a vision of the future" –E. H. Friedman